

POLICY STATEMENT



Farm Credit System Insurance Corporation

**FARM CREDIT SYSTEM INSURANCE CORPORATION POLICY STATEMENT
CONCERNING DISCRIMINATION
No. BM-12-JUN-03-04**

Effective Date: 12-JUN-03

Effect on Previous Action: Amends BM-21-MAR-00-03

Source of Authority: Civil Rights Act of 1964 (Pub. L. 88-352), as amended (42 U.S.C. § 2000e et seq.); Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. § 721 et seq.); Civil Service Reform Act of 1978 (Pub. L. 96-54), (5 U.S.C. 3112); Equal Pay Act of 1974 (29 U.S.C. 206 (d)); Age Discrimination in Employment Act (29 U.S.C. § 621 et seq.); Executive Order 11478 as amended; Executive Order 13145 and The Pregnancy Discrimination Act.

WHEREAS, the Farm Credit System Insurance Corporation Board (Board) finds:

Title VII of the Civil Rights Act of 1964 protects individuals against employment discrimination on the basis of race, color, national origin, sex, or religion. The Pregnancy Discrimination Act is an amendment to Title VII of the Civil Rights Act of 1964 that prohibits discrimination on the basis of pregnancy, childbirth or related medical conditions. The Age Discrimination in Employment Act of 1967 protects individuals who are 40 years of age or older from employment discrimination by age. Section 504 of the Rehabilitation Act of 1973 prohibits discrimination against qualified individuals with disabilities who work in the Federal Government. Executive Orders (No. 13087, and 13152), amending Executive Order 11478, and Executive Order 13145 made it clear that the Federal Government prohibits discrimination based on sexual orientation, status as a parent or genetic information.

THEREFORE, the Board adopts the following policy statement and attachments:

The Farm Credit System Insurance Corporation (Corporation) affirms its commitment to the principles embodied in the Federal laws and regulations prohibiting job discrimination. It shall be the policy of the Corporation to provide equal opportunity in employment for all employees and applicants for employment and to prohibit discrimination in Corporation policies, program practices, and operations. All agency employment decisions shall be made without regard to race, color, religion, sex, national origin, age, disability, sexual orientation, status as a parent, genetic

information or participation in discrimination or harassment complaint proceedings.

The Corporation expects full cooperation and assistance from everyone associated with recruitment, hiring and firing, development, transfer, promotion, layoff or recall, training, compensation, assignment or classification of employees, provision of benefits, or other terms and conditions of employment to assure that such actions are free of unlawful discrimination.


The Corporation is committed to prohibiting discrimination and providing equal employment opportunity throughout the Corporation and solicits the same commitment from all its employees.

OVERALL OBJECTIVES:

- Within the boundaries of its jurisdiction, the Farm Credit System Insurance Corporation is committed to effective implementation of the civil rights law of the nation. The Corporation believes that illegal discrimination is contrary to the best interest of not only the people discriminated against but to all of its staff.
- The Corporation will comply with all relevant Equal Employment Opportunity Commission (EEOC) regulations and guidelines pertinent to an organization of its present size and configuration. This includes affirmative action programs for minorities, women, the disabled, and the prevention of sexual harassment.

DATED THIS 12TH DAY OF JUNE, 2003

BY ORDER OF THE BOARD


Jeanette C. Brinkley
Secretary to the Board

Attachments

1. Policy Statement and Objectives Regarding Affirmative Action Programs for the Hiring, Placement, and Advancement of Individuals with a Disability
2. Policy Statement Regarding Sexual Harassment
3. Policy Statement on Disabled Veterans Affirmative Action Programs

**FARM CREDIT SYSTEM INSURANCE CORPORATION
POLICY STATEMENT AND OBJECTIVES REGARDING
AFFIRMATIVE ACTION PROGRAMS FOR THE HIRING,
PLACEMENT, AND ADVANCEMENT
OF INDIVIDUALS WITH A DISABILITY**

DEFINITION:

A disabled person is one who (1) has a physical or mental impairment that substantially limits one or more of such person's major life activities, (2) has a record of such impairment, or (3) is regarded as having such an impairment. Major life activities are activities that an average person can perform with little or no difficulty, such as walking, breathing, seeing, hearing, speaking, learning and working. These definitions are provided by the Rehabilitation Act of 1973, as amended, and have been incorporated with an explanation of terms at 29 CFR §1615.103 (1999).

POLICY STATEMENT:

The Corporation shall ensure that qualified individuals with disabilities, including those employees who may become disabled after appointment, have equitable opportunities to be hired, placed and advanced within our organization. Affirmative action is to be an integral part of our ongoing desire to provide a work environment commensurate with the overall desire of the Federal Government to provide increased opportunities for individuals with disabilities. The Corporation's policies shall not limit the productivity of disabled employees because of job structure, architectural design, transportation, communication, procedural, or attitudinal barriers.

OBJECTIVES:

- Ensure that disabled individuals have opportunities to be hired, placed, and advanced;
- Ensure that disabled individuals have opportunities to be trained;
- Include disabled individuals in merit promotion, upward mobility, apprenticeship, student employment, and other development and advancement programs;
- Make facilities accessible to and usable by disabled employees and applicants;
- Provide reasonable accommodation for disabled employees and applicants;
- Commit appropriate resources to support program efforts.

**FARM CREDIT SYSTEM INSURANCE CORPORATION
POLICY STATEMENT REGARDING SEXUAL HARASSMENT**

DEFINITION:

"Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute[s] sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment." (29 CFR §1604.11 (a))

POLICY STATEMENT:

Harassment on the basis of sex is a violation of section 703 of Title VII. It is the goal of the Corporation to provide a work environment that is free from all forms of discrimination, including sexual harassment. No employee (male or female) should be subjected to unsolicited and/or unwelcome sexual overtures or conduct, either verbal or physical.

Furthermore, sexual harassment, whether it is committed by executives, managers, supervisors, nonsupervisors (coworkers), or nonemployees (contractors, bank personnel, visitors to the workplace, etc.) is specifically prohibited. This behavior may include, but is not limited to:

- Repeated offensive sexual flirtation
- Verbal harassment or abuse
- Subtle or blatant pressure for sexual activity
- Graphic or degrading verbal comments about an individual's appearance
- Physical contact or assault
- Display of sexually suggestive objects or pictures, or any offensive or abusive contact

In addition, no one should imply or threaten that an applicant's or employee's "cooperation" of a sexual nature (or refusal thereof) will have an effect on the individual's employment, assignment, compensation, advancement, career development, or any other condition or employment. The Corporation will not tolerate retaliation against any employee for reporting harassment or for aiding in any inquiry about harassment. No employee will be denied employment opportunities and/or benefits because of the sexual relationship of others.

The Corporation will take immediate and appropriate action for acts of sexual harassment of or by employees. Any employee found to have engaged in sexually harassing behavior will be subject to discipline or adverse action, with penalties ranging up to and including removal.

**FARM CREDIT SYSTEM INSURANCE CORPORATION
POLICY STATEMENT ON DISABLED VETERANS
AFFIRMATIVE ACTION PROGRAM (DVAAP)**

DEFINITION:

A disabled veteran is defined as someone who is entitled to compensation under the laws administered by the Veterans Administration or someone who was discharged or released from active duty because of a service-connected disability.

POLICY STATEMENT:

The Corporation is committed to increasing the representation of disabled veterans within its organization. Our nation owes a debt to those veterans who served their country, especially those who were disabled as a result of that service. In order to honor these disabled veterans, the Corporation shall allow noncompetitive appointments of veterans who have a compensable service-connected disability of 30 percent or more. (5 U.S.C. §3112)

The Corporation is aware that hiring opportunities can be limited periodically, but when hiring opportunities do exist, emphasis will be placed on making vacancies known and providing opportunities for employing disabled veterans.